

# Federal Executive Boards - Greater Los Angeles and San Francisco Bay Area Recruitment and Retention Project Employee Survey

Agency: \_\_\_\_\_

Grade: \_\_\_\_\_ Series: \_\_\_\_\_ Location: \_\_\_\_\_

1. How long have you worked for the Federal Government in California?

☐ 0 to 5 years    ☐ 6 to 10 years    ☐ 11-15 years    ☐ 16-20 years    ☐ 21+ years

2. Did you choose to work in California? ☐ Yes    ☐ No

Why do you stay? (Check all that apply)

☐ Family commitments

☐ Career opportunities in current position

☐ Promotional opportunities within CA

☐ Educational opportunities

☐ Weather

☐ Bought my house years ago so I can afford to live here

☐ Other \_\_\_\_\_

3. Do you plan to leave California and remain with the Federal Government? ☐ Yes ☐ No

If yes, what are your primary reason(s) for moving from California are:

☐ Job Opportunities are better elsewhere.

☐ Cost of living is too high in California

☐ Cost of housing is too high in California

☐ Family

☐ Schools/educational resources/pursue additional schooling

☐ Other: \_\_\_\_\_

4. Do you plan to stay in California and take a different job (outside Federal Government)?

☐ Yes ☐ No    If yes, why?

5. Do you feel you are fairly compensated (salary and benefits) for the work you perform and level of training and education you have received, relative to similar positions in other levels of government and/or the private sector?

☐ Yes ☐ No    If no, why not?

6. How long is your daily commute to work?

☐ < 10 miles    ☐ 11-20 miles    ☐ 21-40 miles    ☐ 41-60 miles    ☐ 61-100 miles    ☐ >100 miles

If you answered >40 miles, why do have such a long commute?

7. What do you spend each year in commuting expenses (Percent of gross income)?

☐ <10%    ☐ 10%    ☐ 20%    ☐ 30%    ☐ 40%    ☐ 50%    ☐ >50%

8. Do you own a home? ☐ Yes ☐ No;

If yes, when did you buy it? \_\_\_\_\_ If not, why not?

9. If yes, what is your mortgage payment (percent of gross income)?

☐ 20% ☐ 30% ☐ 40% ☐ 50% ☐ 60% ☐ >60%

10. What is your monthly rent (percent of gross income)

☐ 20% ☐ 30% ☐ 40% ☐ 50% ☐ 60% ☐ >60%

For what type of unit? \_\_\_\_\_

11. How do you think your job complexity compares to your counterparts in Houston, TX?

☐ More complex ☐ Less complex ☐ Same complexity

12. Do you know that Federal Employees in Houston, TX are paid a higher salary than those in the Los Angeles Area and only 2% less than San Francisco Bay Area employees?

City	2005 Median Home Price*	2005 Locality Pay
San Francisco, CA	\$689,200	26.39%
Houston, TX	\$138,100	24.77%
Los Angeles, CA (R/SB - \$343,400, LA \$474,700 & OC \$656,900)**		21.65%

\* Source National Association of Realtors

\*\* R/SB – Riverside and San Bernardino County, LA – Los Angeles County and OC – Orange County

13. Have you ever contacted your Congressional Representative about your pay? ☐ Yes ☐ No  
If yes, what response did you receive?

14. Are you fully contributing (13%) to the Thrift Savings Plan (TSP)? ☐ Yes ☐ No  
If not, why not?

15. Does the high cost of living impact your ability to perform your job at the optimal level?

16. Please provide any personal comments about your situation, i.e., challenges of living in CA, financial hardships, facts, statistics, that are relevant:

If you are willing to be contacted for additional information, please provide your contact information below:

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Please return completed survey to the Los Angeles FEB Office via fax (562) 980-3448 or via e-mail [Kathrene.Hansen@dhs.gov](mailto:Kathrene.Hansen@dhs.gov).

